STANDING GUARD OVER YOUR BOTTOM LINE



TAKE CONTROL OF YOUR WORKERS' Compensation Costs



Until now, employers have had limited control over the cost of medical claims and lost time from work. Once an injury occurs, the cost of a claim is driven by factors that are difficult for employers to monitor.

Software is changing this.

Employers now have the ability to reduce their total workers' compensation cost by monitoring claims in real time and retaining the direct cost savings and insurance premiums for reinvestment elsewhere in their organization.



THE SENTINEL DIFFERENCE

- Instantly compare WC injury costs to national standards & best practices.
- Minimize excessive medical costs and lost time from work.
- Early warning system to prevent runaway claims.
- Instantly generate return to work duties within doctor recommendations.
- Manage mandatory compliance documentation within minutes.
- Get notified if employees miss medical appointments and opportunities to be returned to work.
- Identify and refer to medical providers who consistently treat within targeted costs.
- Increase employer and employee confidence in the WC process.
- Track claims at all levels of an organization or risk pool.

THE SOLUTION PART 1 Sentinel Claims Analyzer

The Sentinel Claims Analyzer gives employers the ability to monitor and mitigate workers' compensation costs by quickly identifying excessive medical costs and lost time from work. It also acts as an early warning system allowing employers to take immediate action before claims become excessive.

Employers are able to see at a glance how efficiently claims are being managed. As an informed participant in their open claims, they can see trends, ask questions, modify practices, intervene and work with their external partners towards their desired outcomes.

How it Works

The Sentinel Claims Analyzer takes a normal loss-run report and turns it into a dynamic tool. Employers received a detailed analysis showing the employers the status of their workers' compensation claims compared to ODG national guidelines for similar claims.

ODG is a division of Hearst Medical Group and has been adopted by more state regulators for state workers' compensation systems than any other guidelines. It is considered an industry standard and is used by claims managers, health-care providers, employers, insurance carriers, third-party administrators, managed care organizations and attorneys.

The Sentinel Claims Analyzer is the first software system to integrate an employer's data directly with the ODG guidelines showing employers how their actual medical costs and lost time compare to ODG national standards for similar claims. Instead of comparing each claim manually to the guidelines, the system automatically provides the information and updates it as the claim progresses. Results can be tracked at macro risk pool level and at the micro claim level.

odgmcg

A Typical Loss-Run Report

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A Loss-Run Report After Import to Sentinel Occupational Software

Name	Date of Injury	Injury	Claim Status	Doctor Recommended Work Status	Risk Score	Paid Loss Days	Time Index	Return to Work Index	Cost Index
	08-25- 2021	Neck	Open	Active	67	29	771%	181%	385%
	01-13- 2022	Shoulder	Open	Active	74		401%		174%
	02-22- 2022	Shoulder	Open	Active	51	2	1212%	10%	145%
	04-25- 2023	Hand	Open	Active	30		855%		140%
	01-30- 2023	Shouider	Open		64	5	213%	19%	47%
Actual: 702 days ODG Estimate: 91 days				Actual: 2 days G Best Practic 20 days	Last Run Date: 6/30/2023 Actual: \$1600 ODG Estimate: \$1071				

THE SOLUTION PART 2 Sentinel Return-To-Work Advisor

The Sentinel Return-To-Work Advisor quickly & efficiently returns employees to current or alternative positions.

When work restrictions are not clear enough to return an employee to work after an injury, employees remain off work much longer than necessary even though they are still capable of many job functions. This results in unnecessary costs for employers and dissatisfaction among the rest of the work force who are often left to manage the workload with less people.

** The likelihood of a person returning to full employment drops significantly after six months of absence. After a year, the odds of ever returning are down to almost zero percent."

Early Intervention Can Help Employees Get Back to Work | The Standard

How it Works

The essential job duties of all positions are uploaded to the software.

After the employee sees their medical provider, any prescribed restrictions are entered into the system. The software automatically removes all duties that fall under the restriction and generates a list of modified duties. Acceptable alternate duties from other positions can also be added in.

A Modified Duty Report is given to the employee to sign off on – either in person or electronically, which meets mandatory compliance requirements. Once the employee signs off, the documentation automatically returns and is stored in the system. The employee can immediately return to work and complete the remainder of their tasks or other assigned duties that fit within the doctor's recommendations.

As restrictions are lifted, employees are given updated Modified Duty Reports until they return to full duty.



Modified Duty Report

All restricted duties are automatically removed from the job description. The employee gets a clear list of duties they can still perform.

MODIFIED DUTY REPORT

Name:	
Job Title / Position	Custodian
Report Date	Jul 28, 2023
Injured Area	Other
Lift(General)	40 lb.
List any special instructions that are included on the doctor's medical note	Avoid frequent bending at the waist.

Job Description

No.	Activity	Weight	Begin Lift	End Lift	Action	Lift Duration	Lift Frequency (over a 15 min period)
1	Step ladder - 3 step	15 lbs.	24	36	Lift	Short (Less than 1 hour)	1 to 3 lifts
2	Rags - case	25 lbs.	0	48	Lift	Short (Less than 1 hour)	4 to 8 lifts
3	Toilet tissue case 48 rolls	25 lbs.	0	60	Lift	Short (Less than 1 hour)	4 to 8 lifts
4	Toilet bowl cleaner - case 12 bottles	28 lbs.	0	36	Lift	Short (Less than 1 hour)	4 to 8 lifts
5	5 gallon bucket tools	35 lbs.	18"	50"	Lift	Short (Less than 1 hour)	1 to 3 lifts
6	Commercial snake (team lift 70-pounds full weight)	35 lbs.	24	60	Lift	Short (Less than 1 hour)	1 to 3 lifts
7	Empty garbage cans	40 lbs.	30	60	Lift	Short (Less than 1 hour)	1 to 3 lifts
8	Table 62"x25" (lift one cide)	41-lbs.	30	36	Lift	Short (Less than 1 hour)	1 to 3 lifts
9	Floor etriper cace 2 per box	44-lbs-	12	48	Lift	Short (Less than 1 hour)	4 to 8 lifts
10	Floor Wax-case 2 per case	44-lbs.	12	48	Lift	Short (Less than 1 hour)	4 to 8 lifts
11	Recycle bin	45-lbs-	optional	optional	Puch		
12	Ladder 40' extension (fiberglass) (team lift 90- pounde full weight)	45-lbs.	6	48	Lift	Short (Less than 1 hour)	1 to 3 lifts
13	5 gallon buoket debrio	45-lbs.	12	48	Lift	Short (Less than 1 hour)	1 to 3 lifts
44	Lodder 12' extension (fiberglass)	50-lbs.	6	60	Lift	Short (Less than 1 hour)	1 to 3 lifts

Temporary Alternate Duty

A list of additional alternative duties from other areas in the organization that the employee can perform is added.

TEMPORARY ALTERNATE DUTY

Name									
Job Title / Position		Custodian (ALT)							
Task Name	Task Descript	tion							
Emergency Supplies Inventory	Under the direction of the Safety Manager, use checklists to update inventory								
Assist co-workers	Provide assistance to a coworker performing daily tasks. This provides the newer employee a chance to learn more about the business and job duties, and it allows the injured worker to keep doing the normal job, now with the assistance of a helper. Provide stability for workers using ladders, hand worker tools and equipment as requested. Lfting up to 10 pounds, standing sitting and walking. Provide stability for workers using ladders, hand worker too								
Check light fictures, thermostates, HVAC vents			rovide preventative maintenance if it is within the doctor's work standing, walking, climbing ladders, reaching, gripping and						
Clean touch points	Observe and	sanitize common touch points							
Cleaning: Drinking Fountains,	Using checkli	st and standard operating procedures							
Create and document SOPs		ard operating procedures establishing bes s to common tasks	t practices for common tasks Purpose is for training, introducing						
Disaster Preparedness Review: Evacuation maps, fire extinguishers, earthquake preparedness, etc	Walk –throug	h classrooms and facilities to make sure	evacuation maps are visible and fire extinguishers are functioning						
Empty Trash		wastebaskets located at the office cubicle king, stooping, bending, handling and reac	s. Replace worn basket liners. Lifting up to 10 pounds. Involves hing						
Fill in : Soaps dispensers Paper dispensers, Empty waste baskets	Provide the b	enefit to the job position that manages the	e task as part of their usual and customary duty.						
Gas shutoffs identify and document		cation, create a site map, provide preventa < order as necessary	tive maintenance if it is within the doctor's work restrictions.						
General Cleaning of Common Areas	Using a check	k list, clean drinking fountains, student cha	irs, sinks, mirrors, windows, and general dusting						
Inspect fences	Provide preve	entative maintenance if it is within the doc	or's work restrictions. Create a work order as necessary						
Inspect gates locks and hinges	Provide preve	entative maintenance if it is within the doc	or's work restrictions. Create a work order as necessary						
Inventory		ount parts and note count on inventory sh ding, reaching and handling	eet. Lifting up to 10 pounds. Involves sitting, standing, walking,						
Irrigation system map and document									
Minor repairs			cove basing and ceiling tiles; hang fixtures; replace signage; and ping, bending, reaching, handling and kneeling						
Observation and Replacement	Minor light bulb , ladder, broken Seats, Chairs/Ladders/ Trip Hazards								
Onsite/Offsite Vehicle									

Temporary Modified / Alternate Duty Agreement

The modified duty report is sent to the employee for electronic signature. Once the employee signs, the document is automatically stored in the system meeting compliance requirements. And the employee can return to work.

TEMPORARY MODIFIED / ALTERNATE DUTY AGREEMENT

Employee Name	
Job Title / Position	Custodian
Location	SMGSIG Risk Pool
Date of Injury/ Onset of Illness	May 26, 2022

I agree to follow the work restrictions as prescribed above by my treating physician. I understand that I need to adhere to the agreed upon temporary restrictions and accommodations, and that the SMSIG Risk Pool may have to end this assignment or take appropriate administrative action if id on ort. I also understand that if I am asked to perform any work assignments or activities that exceed my work restrictions, I will immediately report the situation to my direct supervisor and Human Resources, and that I will not perform these activities. Furthermore, I will immediately report to my direct supervisor and to Human Resources if any of the work restriction(s)/ accommodation(s) cause me discomfort or makes my medical condition worse.

I understand that a temporary modified/alternate duty assignment typically will not normally exceed a maximum of 60 days, contingent upon review at 30 day intervals, and does not imply entitlement to a permanently modified position. I also understand that it is my responsibility to provide Human Resources with any new medical notices received during the modified work assignment, and that this assignment may be modified or terminated based on any new work limitations placed on me by my treating physician. I understand that this temporary modified duty approval period ends Aug 15, 2023 and temporary work accommodations may be extended if subsequent medical information shows that my physical capacity is improving and there is a necessary assignment for me to perform that is within my retaircitons.

I understand that if I decline to accept this temporary light duty assignment, I will not be eligible to continue to receive temporary disability payments, as gainful work is being offered to me for a temporary period of time before I am able to return to my regular job.

Employer's Signature	Date	
Employee's Signature	Date	

WHAT CUSTOMERS ARE SAYING

"Sentinel has allowed CSRMA, for the first time in its history, to actually be able to benchmark claims for medical and TTD costs so we can target problematic claims and work with the relevant parties to realize better outcomes. Claims audits don't provide this level of detail. Without Sentinel, how would anyone know whether their claims are too expensive, taking too long or otherwise going sideways? Sentinel is an essential tool for managing your claims."

David Patzer California Sanitation Risk Management Authority

"Sentinel is a great tool for anyone overseeing a workers' compensation program. It makes it easy toidentify "outliers" (claims that are taking too long - to recover, to get back to work, or to close). One can quickly spot these and attend to them BEFORE they spin out of control.

It is easy to use and has a great tracking system to facilitate communication with all parties trying to address return to work and modified duties. It is a must have for return to work coordinators, human resources, risk management or anyone trying to manage a WC program PROACTIVELY.

Heather E. Turo WC/Risk Management Consultant HT Consulting



TEST THE HEALTH OF YOUR WORKERS' COMPENSATION CLAIMS FOR FREE!

How do your medical costs compare to similar claims across the country?

Is your lost time within reason or excessive?

Do you have injured employees missing medical appointments and opportunities to be cleared to return to work?

Would you like to assess how your preferred partners are managing your claims?

Are you ready to take control of your workers' compensation costs?

Sentinel and ODG are collaborating to offer employers a one-time assessment of their workers' compensation claims.

Sentinel will work directly with your TPA to import your loss-run report into the Sentinel Claims Analyzer and provide you with a complimentary consultation to review how your medical costs and lost time compare to ODG guidelines for similar claims.

CONTACT info@sentinelus.com 650-272-7046